



Extra-Financial ESG Data

Sustainability Report

2024

For further information visit syntechresearch.com
or email info@syntechresearch.com

Contents

| | | |
|-----------|--|-----------|
| 1 | Letter from our CEO | 3 |
| 2 | Data collection and reporting thresholds | 4 |
| 3 | We are made to work together | 4 |
| 4 | Our contribution to the Sustainable Development Goals | 5 |
| 4 | Organization profile | 6 |
| | 4.1. Governance bodies | 6 |
| | 4.1.1. Board of Directors (BoD) | 6 |
| | 4.1.2. Global Executive Committee (GEC) | 6 |
| | 4.2. Key dates | 6 |
| | 4.3. Contributing to local economies | 6 |
| 5 | Social Responsibility | 8 |
| | 5.1. Well-being of employees | 8 |
| | 5.2. Flexible working models | 8 |
| | 5.3. Good Place to Work | 9 |
| | 5.4. Employee satisfaction survey | 9 |
| | 5.5. Non-mandatory value sharing mechanism | 10 |
| | 5.6. Fostering personal and professional development | 10 |
| | 5.7. Gender balance | 12 |
| 6. | Ensuring safety in the workplace | 13 |
| | 6.1. Training & Skills | 14 |
| | 6.2. Management of the main risks | 14 |
| | 6.3. Other risks | 14 |
| 7 | Engaging Sustainability Stakeholders | 14 |
| 8 | Innovation | 15 |
| | 8.1. Digitalization | 15 |
| | 8.2. Three Centers of Excellence | 15 |
| | 8.3. State-of-the-art research station | 15 |
| | 8.4. Cross-Site Exchanges and International Collaboration | 16 |
| 9 | Environmental Protection & Sustainability | 16 |
| | 9.1. Carbon Footprint Status | 17 |
| | 9.2. Sustainability in the Supply Chain | 18 |
| | 9.3. Sustainability through our daily actions | 18 |
| | 9.4 Evaluation of our CSR performance | 19 |
| 10 | Monitoring our Objectives for 2025 | 20 |



1 Letter from our CEO

I am delighted to share with you this second Sustainability report based on extra-financial Environmental, Social, and Governance (ESG) data of SynTech Research Group for the fiscal year 2024.

"I congratulate all our colleagues at SynTech Research for their dedication, talent and contribution to the progress made".

We are publishing this comprehensive Sustainability report in line with previous consolidated non-financial statements, emphasizing and demonstrating SynTech Research Group constant commitment to the communities in which it works, to sustainable development and to protecting the environment.

Aligning with the Global Reporting Initiative (GRI), the United Nations Sustainable Development Goals (UN SDGs), this report underscores our dedication to upholding industry leading frameworks in our ESG reporting. These guidelines are our compass in this initial phase and will continue to guide our ESG efforts.

Our Sustainability reporting, launched in 2023, covers 100% of the group's investments and all of our operations allowing for a comprehensive and transparent view of our performance. By this, we are also preparing to be able to align with the newly implemented ESRS standards and the EU taxonomy. We aspire to progressively enhance our ESG reporting, adhere to the forthcoming EU Taxonomy regulation in 2025. We will conduct a double materiality assessment in 2025, which will be essential for adapting our ESG strategy and initiatives.

The alignment of our activities with the UN SDGs is detailed in this report, demonstrating how our operations contribute to these global goals.

By 2025, we have defined ambitious but achievable objectives and initiatives to improve our ESG performance. These include the implementation of comprehensive HR programs as well as increased energy efficiency across operations and targeted investments to strengthen our service capabilities in seed research, one of the pillars of the agro-ecological transition and agricultural performance.

We aspire to progressively enhance our Sustainability reporting, adhere to the forthcoming EU Taxonomy regulation in 2025 and the ESRS standards. Our vision is to become the most engaged ESG partner to our stakeholders.

Yvonnick Jambon
CEO of SynTech Research Group

2 Data collection and reporting thresholds

The selection of reported content is based on our commitments and ESG objectives presented in the CSR charter dated 2022 and the requirements of the GRI Standards. For 2024, the reporting is still based on data collected from all sites worldwide. This covered 19 countries representing 100% of the group's total revenue.

3 We are made to work together

We believe that our corporate strategy can – and should – encompass both economic and environmental performance.

Our relationships with stakeholders are driven by the principles of ethics and fair practices.

Focusing on 5 main axes

2. Investing in the well-being and expertise of our teams and enabling their personal development for the benefit of our clients.

4. Promoting gender equality and, more broadly, promote ethics and integrity among our key suppliers in order to respect human rights and the environment.

1. Working towards the development of increasingly environmentally friendly products and becoming a leading R&D partner in agricultural experimentation services.

3. Ensuring the safety of our teams and guarantee them fair treatment and advancement.

5. Investing in reducing our CO2 emissions and raising awareness among stakeholders.

4 Our contribution to the Sustainable Development Goals

Our sustainability approach was built within the Global Executive Committee and has been discussed and endorsed by the Board of Directors:

- Offer sustainable and innovation-driven solutions to our customers,
- Act as a responsible R&D partner company,
- Promote an open and close dialogue with our stakeholders.

Our approach is based on these 3 main challenges, and we align our own strategic sustainability targets with the corresponding global Sustainable Development Goals (SDGs) of the United Nations:

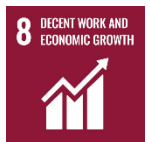


SDG 3 – Good health and well-being

We strive to offer our employees an attractive working environment by ensuring the highest standards of health and safety, taking employee wellbeing seriously, continually improving working conditions, and providing equal access to training and development opportunities.

SDG 5 – Gender equality

We strive for gender equality within our company. Through modern and caring HR management, we enable women to reach the highest levels of responsibility.



SDG 8 – Decent work and economic growth - Business integrity

As a global service company, we interact with many stakeholders worldwide. Confidentiality and business integrity are crucial to maintaining the trust with our stakeholders.

SDG 9 – Industry Innovation and Infrastructure

We are strengthening our human and technical investments to meet the growing need for alternative biocontrol solutions contributing to sustainable agriculture.



SDG 13 – Climate action

We are pursuing a climate protection and decarbonization strategy. We promote resilient and low-emission management across our value chain, which contributes to CO2 reduction.

4 Organization profile

4.1. Governance bodies

4.1.1. Board of Directors (BoD)

5 members, representing the shareholders and independent members.

The BoD focuses on strategy and company’s management control and meets 8 times a year.

It has initiated the Code of Business Ethics and Integrity in 2020 which laid the basis of our Sustainability approach launched in 2022.

4.1.2. Global Executive Committee (GEC)

The Global Executive Committee of SynTech Research Group is composed of 12 members: CEO, CFO, CIO, COO EMEA, 4 Regional Directors, 3 Global Lead (Regulatory Affairs, Product Safety and Biosolutions), and HR Director.

This Global Executive Committee runs the company and meets quarterly to review progress and define steps to deliver against the company strategy.

| | |
|-------------------|-----|
| Feminization rate | 25% |
| Nationalities | 5 |

4.2. Key dates

The current group was born from a merger finalized in 2020 to set up a worldwide, independent, Ag focused CRO. The build-up was made by acquiring and integrating several active companies involved in Field trials, Laboratory testing and Regulatory Affairs.

SynTech Research Group has grown from an agrochemical-focused field and regulatory company into a CRO that can provide a global end-to-end-service offering; the vision is to extend into the seeds market and biosolutions.

| | | | |
|-------------------------------------|--|---------------------------------------|--|
| Creation of the group | | | |
| Completion of integration in Europe | Apr. / new analytical facilities (BR) | Jun. / new analytical facilities (FR) | Jul. / AGRES (field testing) joins SRG |
| 2021 | 2022 | 2023 | 2024 |
| Nov. / ECT joins SRG (GER) | Sept. / WRA joins SRG (USA) Nov. / new field farm (BRA) | Oct. / new field test site (BUL) | |

4.3. Contributing to local economies

Our mission is to help our partners to introduce their products successfully into agriculture ecosystems. We are committed to providing the highest quality service to all our customers. In a constantly changing world where agriculture faces numerous challenges, we are devoting all our energy to meeting these needs.

In 2024, we strengthened our human and technical capabilities, including a new field experimentation service offering in Minnesota (North America) and a new GLP residue sample preparation laboratory in Mâcon (France).

SynTech Research Group is present in the main global agricultural areas. We work mainly with our own teams, which are spread worldwide.



559 employees (FTE) based at different sites



>20 countries where SynTech Research employs staff



> 90 field and laboratory experimental sites are spread worldwide



Technical capacities:

- 3** Analytical chemistry laboratories
- 3** Ecotoxicology laboratories
- 1** Microbiology laboratories
- 3** Food Processing laboratories



56.92 M€ turnover



97% of the employees (FTE) have a permanent contract



7% of Capital Expenditure invested in R&D in 2024



5 Social Responsibility

Our employees are SynTech Research's greatest asset - meaning that their mindset, as much as their skills, are the source of our success and progress. In this regard, the quality of human relationships within the company is fundamental.

At SynTech Research, all our activities and strategic decisions are underpinned by a “people first” approach. We strive to offer our employees an attractive working environment by :

- taking employee wellbeing seriously,
- continually improving working conditions,
- providing equal access to training and development opportunities,
- ensuring high standards of health and safety.

5.1. Well-being of employees

KEY INDICATOR :

**Average length of employment
(permanent staff)**

6.8 years

The workload poses a challenge for SynTech Research Group, as we operate in the agricultural sector, which is subject to seasonality.

Autonomy and flexibility are important, but they must not compromise everyone's livelihood.



KEY INDICATOR :

Absenteeism rate 2024

2.4%

5.2. Flexible working models

The management of employees' workload is done in compliance with the rules of each country but also through local agreements allowing flexibility and modulation of schedules. As far as possible, we offer our employees flexible working models to provide necessary space for freedom. We are convinced that flexibility encourages innovation and allows our employees to improve their quality of life and, as a result, increase their motivation and involvement.

280 employees *(approximately 50% of staff)*

worked remotely at least 1 day in 2024

5.3. Good Place to Work

We regularly invite employees to present their activity, their interests and their daily feelings through an offbeat interview which is then broadcasted on our website and LinkedIn. The announcement of this interview is also widely disseminated internally to stimulate the interest of colleagues and participate in the sharing of experience on the values and commitment of each one.



SynTech Research Group wants to retain its employees and attract new talent.

We improved turnover by 2.8 points compared to the previous year.

We are working to maintain an HR policy that respects our employees by keeping the long-term objective of a Turn Over Rate (TOR) below 10%.

KEY INDICATOR :

Percentage of
voluntary departures 2024

9.2%

5.4. Employee satisfaction survey

The last employee satisfaction survey was conducted at the end of 2023.

The results of the survey were discussed at the beginning of 2024 within the Global Executive Committee (GEC). The most important topics that emerged from the survey were well received and prioritized in the improvement objectives launched in 2024. A medium-term action plan for 2024-2025 was developed based on staff comments. This action plan is specific and adapted by each regional office.

- 1- The first measurable actions involve investments in equipment modernization to improve workplace comfort, safety, and efficiency.
- 2- Improved communication efforts have been undertaken to meet expressed expectations (different media, more frequent internal communication).
- 3- In 2024, efforts were also made in terms of compensation and benefits, with greater consideration of local realities related to the economic context. Performance-based increases were implemented. Seniority awards were introduced in 2023 to recognize employee loyalty have been standardized at the country/entity level and granted in 5-year increments.

The goal is to maintain employee satisfaction above 80%. The proactive training policy enabling the development of staff is also part of the actions undertaken to demonstrate our commitment to the team.

5.5. Non-mandatory value sharing mechanism

Optional employee savings plans, capital gains sharing agreements, profit-sharing bonuses and individual performance bonuses are distributed at the local/country level based on the annual results obtained.

Beyond the different methods of sharing profits engaged by our teams locally, our willingness is to unite teams at a global level.

Agreement for extra contributions

Agreement “Working time Account”

Extra annual leave agreement

Profit sharing agreement

5.6. Fostering personal and professional development

5.6.1. ONBOARDING

At SynTech Research all new recruits benefit from a comprehensive onboarding process. Receiving a warm welcome and appropriate training from the word go helps employees quickly settle in quickly and get to grips with their new role.

5.6.2. EVALUATION OF TRIAL PERIOD

After the integration period, regular monitoring is carried out with new hires, starting with an assessment of their feelings about these first few months in their position. This exchange takes the form of an open interview with the employee about their experience and feedback on the trial period.

5.6.3. INTERNAL MOBILITY

25 employees

were promoted in 2024

Internal mobility is very important at SynTech Research as it benefits both the company and its employees. When employees move into new roles they not only develop new skills, they also bring fresh ideas and perspectives with them. When recruiting,

we encourage applications from internal candidates so that we can draw on the experience of existing employees and offer opportunities for promotion.

Our “**Talent Exchange Program**” serves to motivate key talent and create a positive wave within the organization, thereby improving talent retention. Thanks to this initiative, our volunteer colleagues can increase their knowledge of the specificities of their profession and gain self-confidence and autonomy.

5 employees

Benefitted from the Talent Exchange Program in 2024

5.6.4. INTERNS & APPRENTICES

Every year, SynTech Research offers internships and apprenticeships for young people - the workforce of the future. As well as providing trainees with valuable on-the-job experience, these work placements create a talent pool we can tap into for future recruitment.

5.6.5. STAFF TRAINING

At SynTech Research, we invest in staff training to increase our capacities and adapt to changes in the market. Through training, employees also develop their technical expertise and soft skills, which increases their personal value, motivation, and self-esteem. This virtuous circle also leads to greater productivity.

2647 hours

Of training undertaken in 2024

The *SynTech Leadership Academy* started in September 2023 for a first round of talented leaders identified in the company.

Following the excellent feedback from the first *SynTech Leadership Academy* session, we are continuing this training program in 2024, which is still built in-house through a series of workshops focused on leadership and skills development for our top managers and future leaders.

The program addresses specific topics related to team and business leadership, as well as business ethics and integrity, and also addresses sustainable development as applied to our group.

18 leaders

Took part in the SynTech Academy program in 2024

8 men + 10 women



5.7. Gender balance

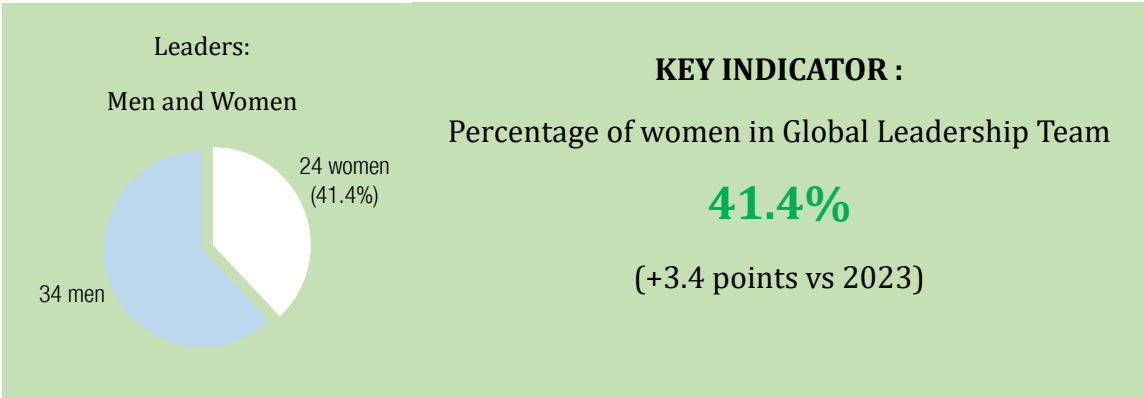
SynTech Research values diversity, equity, and inclusion as reflected in the Group Code of Conduct.

From the outset, equality between men and women, starting with access to positions of responsibility, has been a stated objective.



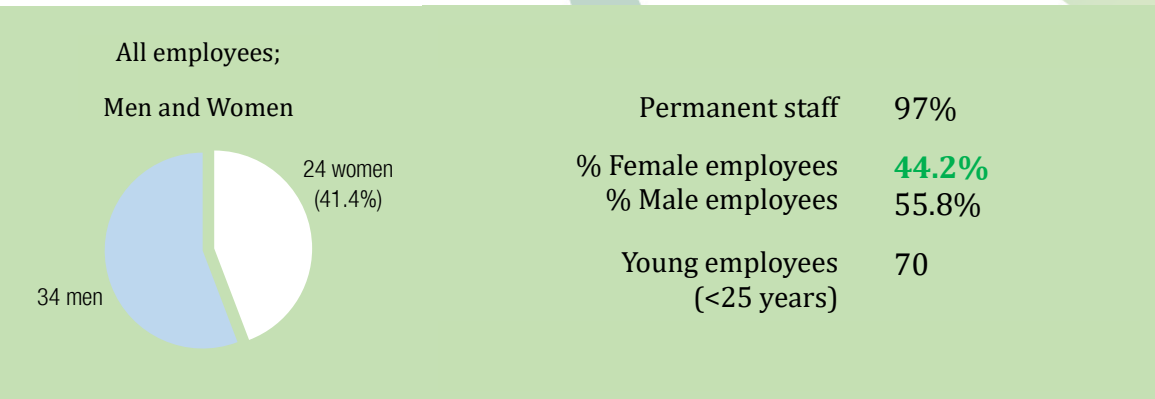
In line with the policy initiated in 2022, and to support the group's growth, eight new colleagues joined the organization in 2024 as members of the Global Leadership Team. This group of leaders whose role is to drive the implementation of the strategy in our companies must uphold our values of inclusion and discrimination.

Global Leadership Team (SynTech 58 key Leaders)



SRG Staff Worldwide

The distribution of women among SynTech Research’s global staff remains stable in 2024.



6. Ensuring safety in the workplace

The safety of our employees in the workplace is our top priority

Regular health and safety meetings are held at all our sites to ensure ongoing improvements to our employees' working environment.

Likewise, working conditions are continually monitored to reduce the risk of accidents, and we regularly invest in equipment and safety training to increase the safety for our staff.



| | Unit | FY 2023 | FY 2024 |
|--|--------|---------|---------|
| Total number of workplace accidents | Number | 21 | 24 |
| Minor accidents (with working days lost) | Number | 2 | 4 |
| Serious accident (personal health cause) | Number | 0 | 1 |
| Work-related fatalities - Employees | Number | 0 | 0 |

Each accident is subject to internal reporting and monitoring. The causes of the accident are examined in order to implement all appropriate corrective measures and prevention reminders. An annual report allows for the sharing of experience and helps to update security procedures.

KEY INDICATOR :

5.47

**Accident Frequency Rate
2024**

KEY INDICATOR :

0.22

Accident severity rate 2024

For technical activities, a common core health & safety security policy is coordinated at global level. The "SynTech Corporate Safety Manual" was reviewed by January 2024.

Each entity in the group is committed to implementing these guidelines by using the manual directly or by transposing it into specific internal procedures.

Regular internal safety audits, inspections and reviews are in place to provide assurance of compliance with legal requirements, site HSE management systems and SynTech Research Group minimum safety standards around policy commitment, risks, implementation, and maintenance of controls.

KEY INDICATOR :

201 days working days lost in 2024

6.1. Training & Skills

At SynTech Research Group, we incorporate safety training for all employees from the moment they join the company.

These trainings are part of the onboarding process.

Safety reminders and ongoing training help maintain a high level of vigilance.



6.2. Management of the main risks

Chemical risk is very present in many of the group's activities. Security training is part of the onboarding program managed by the HR department. Chemical handling is closely monitored, and regular reminders (at least once a year) are given to all affected personnel. The company provides and monitors the use of appropriate collective and personal protective equipment.

At global level, the availability of PPE is closely followed through a regularly monitored stock report.

6.3. Other risks

At SynTech Research, road hazards and psychosocial risks are also a major concern. Road hazard prevention includes road safety reminders provided to the staff and also anticipated in the Corporate safety manual.

In addition to the road risk reminders carried out once a year, collective awareness-raising based on educational activities on different road hazards was carried out throughout 2024 for 136 employees in France.

On an individual basis, psychosocial risks are approached through the annual appraisal conducted with each employee.

7 Engaging Sustainability Stakeholders

We are customer focused and are committed to exceeding their expectations. We therefore regularly measure their level of satisfaction using the Net Promotor Score (NPS) tool.

Following the last customer survey conducted by end 2023, a new strong commitment was launched in 2024 consisting of a delivery promise for all work entrusted to us. This new policy should help strengthen customer confidence. The results will be evaluated at the end of 2025 through a new customer satisfaction survey, among other criteria, to pinpoint areas for improvement.

As presented in Chapter 5.4, our teams are also a key element in the success of projects. Their feedback also guides us in improving our sustainable development strategy. This valuable information guides our daily strategy to work on the effectiveness of ESG initiatives and areas for improvement.

The next step will be to conduct a double materiality study to redetermine the strategic axes and priorities integrating the potential impacts on our stakeholders.

8 Innovation

8.1. Digitalization

Looking ahead, we have invested in strengthening digitalization and IT security, essential tools for the trust of our stakeholders. The implementation of CRM software, the gradual implementation of electronic signatures, and the study of a new HR platform are part of these programs designed to improve user security and promote well-being at work.

Digitalization is also being developed internally to optimize time and improve the accuracy of our data.

8.2. Three Centers of Excellence

In 2024, we have established three main hubs for BioSolutions, with specialized focus areas.

- Valencia, Spain: A pioneer in digital phenotyping, microbiology testing, soil analysis, and nematodes studies
- Brazil: A key player in seed technologies, plant-parasitic nematode control, and gene-edited crops
- California, USA: Renowned for its high-throughput screening capacity, with a strong emphasis on herbicide testing and early-stage evaluation of biological inputs.

8.3. State-of-the-art research station

SynTech Research invested to offer optimal conditions (human and technical) to study plant bio-stimulants and soil health.

Improving crop performance against water and nutritional stress appears as a current priority. These investments are part of the group's continuity and vision to participate ever more in the transition towards a more resilient and environmentally friendly agriculture.



Our new testing station, inaugurated in 2024 and located in Campo de Cartagena (southern Spain), allows for evaluation of the impact of water and nutritional stress conditions and normal conditions on bio-products. It presents a wide range of options to combat water stress, optimize plant health and promote sustainability.

Moreover, in our cutting-edge greenhouse in Picanya, we have created a series of controlled environments to simulate extreme conditions. Mesh-covered walls and the plastic roof ensure that rain does not interfere with our water stress experiment, guaranteeing accurate results.

With these facilities we participate in the study of biosolutions, an important vector towards more sustainable agriculture.



From irrigation to fertilization, everything is adapted to the specific needs of the crop. Taking advantage of our innovative microorganism laboratory facility we can examine the effectiveness of the product through precise analysis.

Business expertise is primarily the result of our many specialists located across all of the group's countries. Launched in 2023 and further developed from 2024, we have developed a global organization within the group, enabling the exchange and sharing of skills and know-how.

8.4. Cross-Site Exchanges and International Collaboration

Cross training were conducted every quarter in 2024, accompanied by visits to our strategic sites. In 2024, for 2 weeks, colleagues from our California and Colombian sites had the opportunity to our BioSolutions Center of Excellence in Valencia as part of our ongoing commitment to improving technical capabilities across all regions.

These collaborative visits are a testament to the strength of teamwork and knowledge sharing to standardize processes, improve efficiency, and ensure the highest quality in all aspects of our operations.



9 Environmental Protection & Sustainability

In order to fully understand the impact of our activities on global warming, we initiated a complete carbon assessment in 2022 (Scope 1, 2, 3).

A new measurement of our scope 1 and 2 carbon footprint was carried out in 2024.

The Carbon Footprint was measured according to the GHG Protocol Corporate Accounting and Reporting Standard.

9.1. Carbon Footprint Status

Scope 1 covers direct emissions from owned or controlled sources.

Scope 2 covers indirect emissions from the generation of purchased electricity, steam, heating, and cooling consumed by the reporting company.

Scope 3 includes all other indirect emissions that occur in a company's value chain, whether it be from its employees or suppliers (upstream emissions) or from its customers (downstream emissions).

| Total gross GHG emissions Emission (tCO ₂ e) | 2022 | 2023 | 2024 |
|--|-------------|-------------|-------------|
| Scope 1 | 1221 | 1151 | 1152 |
| Scope 2 | 267 | 115 | 115 |
| Scope 3 | 5888 | 8021 | 6529 |
| Total (1+2+3) | 7176 | 9288 | 7796 |
| tCO₂e / employee | 15.5 | 16.4 | 13.9 |

Scope 1

Our emissions mainly come from our professional road trips through the consumption of fossil fuels.

Scope 2

Electricity consumption has decreased, but the significant difference compared to 2022 is also linked to the evolution of our suppliers' energy production in each country, which was not fully integrated in the first assessment.

Our production photovoltaic panels in Spain remained stable and allowed to cover 38% of the site needs. Thanks to highly optimized management, 81% of electricity production is self-consumed on this site.

Scope 3

Our first carbon assessment was carried out using the estimated 2021 figures gathered at the merger.

To harmonize the measures and allow for comparison from the beginning, the carbon balances started in 2022 were re-calculated using the same method (*Ecovadis Carbon Estimator based on GHG Protocol*).

Purchased goods and services represent more than 80% of scope 3.

After three years, the group has developed and integrated complementary technical activities previously outsourced. This strategy helps limit the impact of purchased goods and services.

Organizational changes have also benefited the carbon footprint. For example, in France, logistics of test products have been revised by directing packages directly to user sites whenever possible. This procedure has resulted in a 30% reduction in the number of packages transported and therefore in tCO₂e emissions.

tCO₂e / employee

In 2024, the total emissions (scope 1+2+3) per employee show a decrease of 10.2% since 2022.

This optimization of internal resources and capacities participated in the reduction of CO₂ emissions.

9.2. Sustainability in the Supply Chain

Awareness-raising actions have been initiated with all stakeholders (upstream and downstream). SynTech Research Group expects from its suppliers and subcontractors strict compliance with the laws and regulations in force in the countries where they operate or provide services, as well as a commitment to collaborate with the Group for the implementation of compliance with principles explained in its Ethics and CSR Charter.

Since the end of 2023, SynTech Research adopted a Responsible Purchasing Charter to share the Group's commitments with its suppliers and subcontractors.

9.3. Sustainability through our daily actions

Examples of actions carried out across SRG regions:

Brazil: SynTech Research's volunteer initiative in Brazil, launched in October 2023 (SynTECO), is a project deeply committed to promoting ESG values. Its mission is to reduce environmental risks and encourage sustainable actions.

In 2024, SynTECO organized a toy donation drive for Casa Do Bom Menino in Piracicaba, a charitable organization supporting children and teens from 0 to 18 years old. Thanks to the generosity of SynTech Research employees, toys were collected and delivered to the, bringing joy to those in need.

A competition called "The Sustainable Olympics" was held among employees to reduce energy and paper consumption and raise awareness about correct waste disposal. . A project was also carried out to reuse Milli-Q purified water from our laboratory for internal use

Argentina: Reduction of plastic use and standard waste, reduction of hazardous waste, reduced consumption of raw materials and paper.

Chile: recycling plastic bottles (PET), concentrate trials in the same farm to reduce / optimize travels and disposable elements. Use recycled paper sheets.

GAB Germany: Limitation of air travel, savings in heating and electricity consumption.

Spain: Replacing standard lights with energy-efficient LED lights, responsible use of air conditioning and heating, use energy from solar panels, installation and share of an electric car charging point at the headquarter.

In 2024, on the Picanya station, irrigation programmers have been installed to irrigate at night to maximize water use.

United Kingdom: Field staff were provided with metal water bottles; a water fountain was installed in the office to avoid the need to purchase/use/throw away plastic water bottles.

France: responsible use of air conditioning and heating systems, selective sorting of non-hazardous waste in place on all sites, use of recycled paper.

In 2024, we have optimized our supply chain of testing products by directing certain deliveries directly to the destination sites without transit through our centralized laboratory.

9.4 Evaluation of our CSR performance

Since 2022, we have used Ecovadis as external body to support our environmental and social policy. The findings of the assessments have enabled us to launch action plans with the aim of improving our overall commitment.

Our latest Ecovadis rating of May 2025 shows a score of 57/100. This rating earns us a badge and an EcoVadis Committed CSR certificate.

SYNTECH RESEARCH GROUP SAS (GROUP)

LA CHAPELLE DE GUINCHAY - France | [Scientific research and development](#)

Company size: M | Assessment scope: Group

Overall score

➤ 57/100

Percentile

55th

COMMITTED

ecovadis

Sustainability Rating

MAY 2025



10 Monitoring our Objectives for 2025

| Topics | Objective | Targets FY 2025 | Indicators FY 2023 | Indicators FY 2024 |
|-------------------------------------|---|--------------------|------------------------------------|------------------------------------|
| Safety | Accident frequency rate | ≤ 20 | 1.26 | 5.47 |
| Staff loyalty | Voluntary turnover rate | $\leq 10\%$ | 12.0% | 9.2% |
| Gender equality in management roles | Higher female % | $\geq 40\%$ | 38% | 41.4% |
| Carbon footprint reduction | tCO ₂ e / employee starting point (2022) <i>15.5 tCO₂e / employee</i> | - 10% | 16.4 tCO ₂ e / employee | 13.9 tCO ₂ e / employee |
| Customer satisfaction | NPS | ≥ 50 | 42 | next rating in 2025 |
| Staff satisfaction | staff recommend working at SRG | $\geq 80\%$ | 85% | next rating in 2025 |
| Focus in/on Biosolutions | Biosolutions turnover in % | $\geq 25\%$ | 20% | 23.4% |

SynTechTM

Research Group

For further information visit www.syntechresearch.com
or email info@syntechresearch.com